

# SIKKIM



## GOVERNMENT

## GAZETTE

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**HUMAN RESOURCE DEVELOPMENT DEPARTMENT  
GOVERNMENT OF SIKKIM**

No. 08/N/DIR (HE)/HRDD

Dated: 12.04.2019

### NOTIFICATION

Whereas, the Ministry of Human Resource Development Department, Government of India, vide their letter No. 1 – 7/2015-U.II (I) dated: 02.11.2017 read with letter F.No.1-7/2015-U.II(1) dated: 8<sup>th</sup> November, 2017 recommended implementation of the Scheme of revised UGC scales of pay in colleges and State University.

1. Now therefore, after careful consideration of the above Scheme on the regulation of services of the college and University teachers and other measures for maintenance of standards in Higher Education addressed to the State Government, the State Government is hereby pleased to adopt and implement the revised UGC pay scales for the Sikkim Government Degree Colleges, Sikkim Government Law College, Sikkim Institute of Higher Nyingma Studies (SIHNS) Sheda, Sanskrit Mahavidhyalaya (SMV) and Sikkim State University with minor modifications to suit local conditions in the state as per details given below:

Designation	Existing pay scale	Revised Scale
Assistant Professor	Rs. 15600 – 39100/- @ AGP of Rs. 6000/-	At academic level 10 with rationalized entry pay of Rs.57700/-
Assistant Professor	Rs. 15600 – 39100/- @ AGP of Rs. 7000/-	At academic level 11 with rationalized entry pay of Rs.68900/-
Assistant Professor	Rs. 15600 – 39100/- @ AGP of Rs. 8000/-	At academic level 12 with rationalized entry pay of Rs.79800/-
Associate Professor	Rs. 37400 – 67000/- @ AGP of Rs. 9000/-	At academic level 13A with rationalized entry pay of Rs.1,13400/-
Principal	(i) Rs. 37400 – 67000/- @AGP of Rs.10000/-	(i) Academic level 13A with rationalized entry pay of Rs. 1,31400/- (ii) Academic level 14 with rationalized pay of Rs. 144200/-

2. The revised scale of pay shall be governed by the following terms and conditions, namely:-

- (1) The revised pay scale shall be effective from 01.01.2016.
- (2) The revised pay scale shall apply to the Assistant Professors, Associate Professors and Principals who were holding the posts in that capacity on or after 01.01.2016 and drawing pay in regular time scale and appointed on whole time basis against sanctioned posts.

3. The entry pay of each level shall be as follows:

Level	Academic Grade Pay	Entry pay Rs.
10	6000/-	21600/-
11	7000/-	25790/-
12	8000/-	29900/-
13A	9000/-	49200/-
14	10000/-	53000/-

4. The pay Matrix based on the above propositions on academic levels, cells and entry pay shall be as specified in Annexure I.

5. The fixation of pay of an employee in the Pay Matrix as on 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

6. **Revised Pay of Pro – Vice Chancellor and Vice Chancellor of Universities**

- (1) Pro-Vice Chancellor: The Pay of the Pro Vice Chancellor of a University, presently at existing Academic Grade Pay (AGP) of Rs.10, 000 in PB Rs.37,400-67,000/- Higher Administrative Grade (HAG) scale, shall be fixed at Academic Level 14/Academic Level 15, as the case may be, with the existing special allowance of Rs.4000/- per month.
- (2) Vice Chancellor: The pay of the Vice Chancellor shall be fixed at Rs.2,10,000/- (fixed) (Figures obtained by using the Index of Rationalization (IOR) of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs.5000/- per month.

7. **Revised pay of Principals in Colleges**

The pay of Principals in Under Graduate and Post Graduate Colleges shall be as under, namely:-

- (1) Under Graduate Colleges: The pay of Principals shall be equivalent to the Pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs.1,31,400/-.

- (2) Post Graduate Colleges: The pay of Principals shall be equivalent to the pay of Professors i.e. at level Academic Level 14 with rationalized entry pay of Rs.1,44,200/-.
- (3) The existing pay scale of person appointed as Principal shall be protected.

**8. Incentive increment for higher qualification**

The incentive structure is built-in in the pay structure itself wherein those having M.Phil or Ph.D. degree will process faster under Career Advancement Scheme (CAS). Therefore, there shall be no incentives in form of advance increments for obtaining the degrees of M.Phil or Ph.D.

**9. Increment**

- (1) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (2) There shall be two dates for grant of increment namely, 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

**10. Age of Superannuation**

Age of superannuation shall continue to remain as 60 years uniformly for Principals and Teachers of State Government Colleges.

11. The arrears on account of pay revision shall be as per the notification of the State Government.
12. D.A. and other allowances applicable to Assistant Professors, Associate Professors and Principals shall be admissible w.e.f. the date and the rates that have been provided to the State Government employees under the provision of different Government Notifications.
13. Any question on account of implementation of the provisions related to revision of pay contained in this notification may be brought to the notice of the State Government in the Department of Human Resource Development for decision.

**By Order and in the name of the Governor.**

**Additional Chief Secretary  
Human Resource Development Department**

**Annexure – I**

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		